

## Gender Pay Report 2020/2021

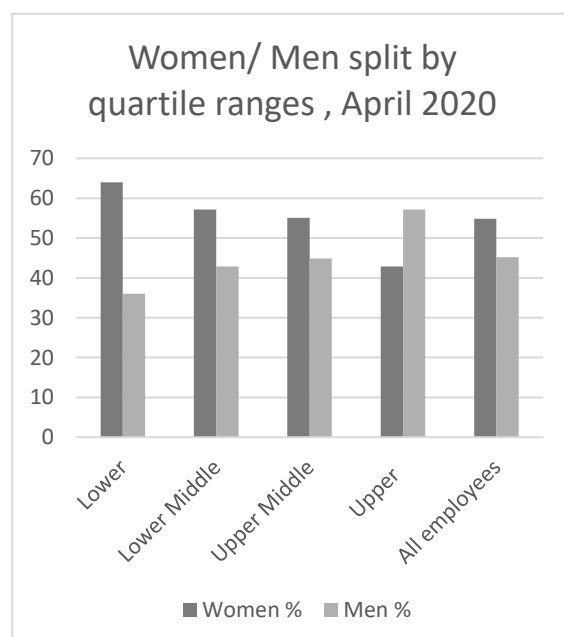
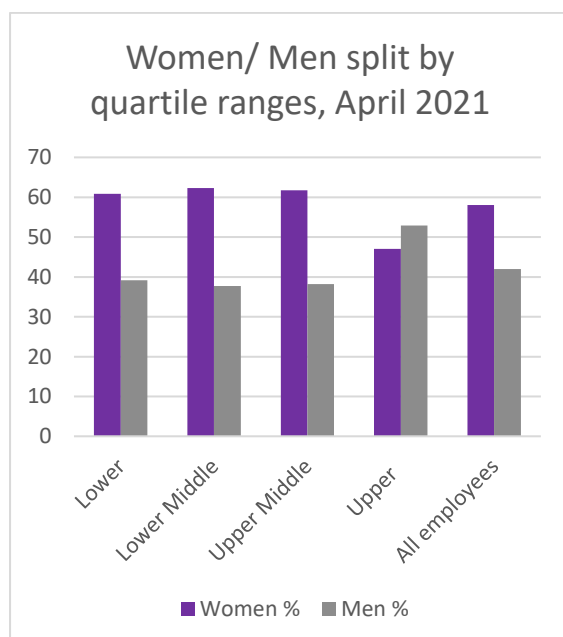
### At A Glance:

- This report references data from April 2020 and April 2021.
- Year on year reduction of our median gender pay gap, which is 32% below the UK average.
- Our gender split in the upper quartile range for salaries is improving.
- Both our mean and median hourly pay gaps improved during 2020 and 2021 resulting in a reduction of c.46% since 2019.

I'm delighted to welcome you to the 2020/2021 Campden BRI Gender Pay Report, which references data from both 5 April 2020 and 5 April 2021.

Since 2017, it is mandatory for any organisation with 250 or more employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. At Campden BRI we have chosen to include the whole of the UK Group in this report. This ensures inclusion of all our sites and considers our approach across the UK Group consistently when we consider our gender pay gap.

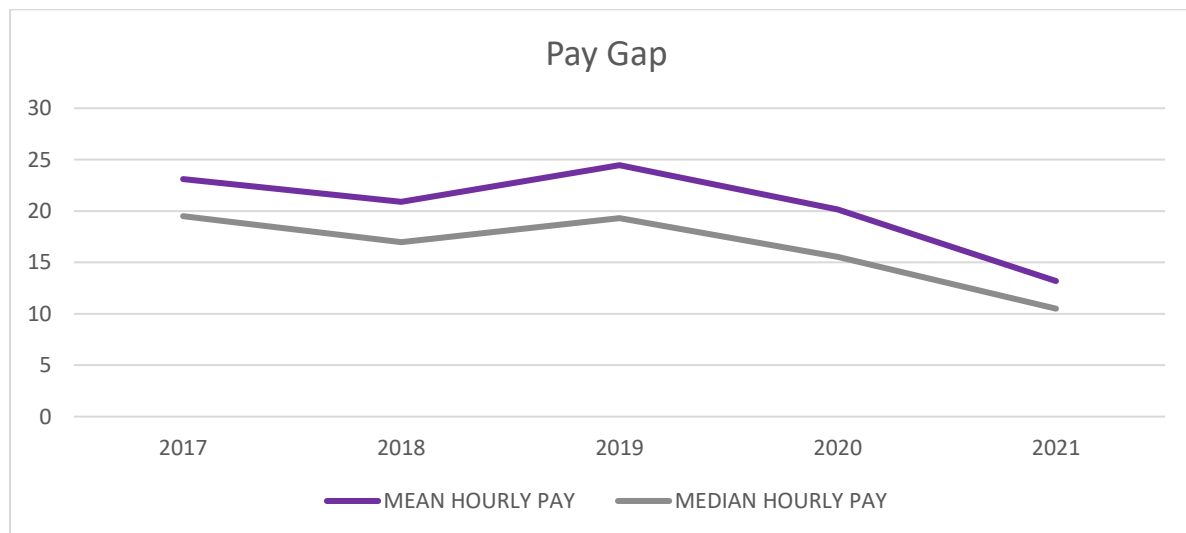
Since our last published report, gender equality has remained a key driver on the agenda for the Executive Leadership team and I am delighted to share with you our latest results for the UK Group. In 2021, our workforce of 275+ employees is made up of 58 % women and 42% men, and this gender split has remained stable since 2018. We have more women employees than men in every quartile, except for the upper quartile where it is more balanced women: men. The women: men split in the upper quartile has improved since 2020, and we are proud to be championing careers in science for all and at every level in our organization.



Improving gender balance is a crucial part of our ongoing commitment to inclusion and belonging. We continue to focus on better gender balance within our organisation and, since our last report there has been a focus on our senior leadership team, our culture and the way we do things. We worked hard during the challenges of the peak of the Covid-19 pandemic to accommodate employees through flexible working patterns for caring responsibilities, hybrid working, home working and other initiatives to support all our employees and retain our key, skilled scientists.

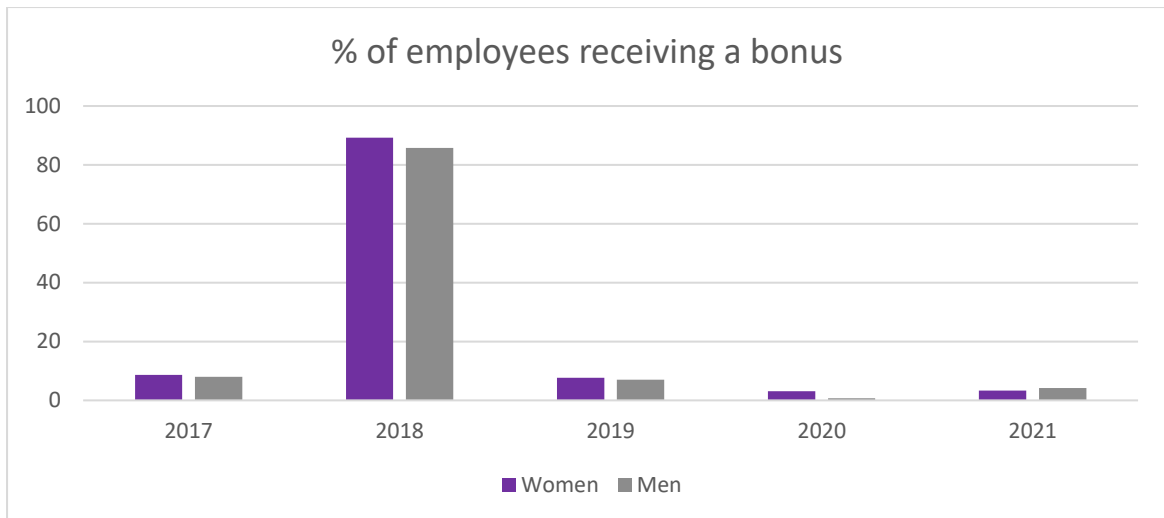
Pay includes basic pay and allowances received in the reporting year up to April 2020 and April 2021, whilst bonus includes any additional pay relating to profit sharing/ performance as well as long service awards and employee prizes.

For 2020, our mean hourly pay gap was 20.14% and a median hourly pay gap of 15.55%. This reduced, in 2021 to a mean hourly pay gap of 13.19% and a median hourly pay gap of 10.5%. I'm delighted to note that our pay gap figures continue to reduce year on year and our 2021 figures mark a reduction of c.46% since 2019. Our 2021 figures were also 32% below the UK average as reported by the Office of National Statistics Annual Survey of Hours and Earnings.



We have worked hard to reduce this gap with a focus on career progression and positive recruitment and promotion of women employees into senior positions. This work continues and our Executive Leadership Team currently has 44% men: 56% women representation. We are hopeful that our gender pay gap will continue to reduce.

Our bonus pay gap figures have been impacted because the Company hasn't paid any profit-sharing bonuses since 2018. The bonus figures are therefore based on length of service milestones and the proportion of women and men receiving a bonus are similar, small numbers. In 2020 this was 3.08% women and 0.71% men, whilst in 2021 the numbers were much closer: 3.3% of women and 4.24% of men. We are confident of improved business performance as the economy recovers from Covid-19, and our strategic growth plans come to fruition.



During 2022 we will focus on maintaining our gender balance through initiatives such as flexible working for all employees, gender diverse recruitment, role benchmarking, improving communications and employee engagement and talent development at all levels within our business. I look forward to seeing the impact of these initiatives.

**Declaration:**

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Headridge  
Chief Executive